

AKEEL & VALENTINE, PLC  
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# EXHIBIT B

John Chatzopoulos  
All Pro Nissan  
24501 Michigan Ave  
Dearborn, MI 48124  
313 749-3200  
johnc@allpronissan.com  
January 6, 2016

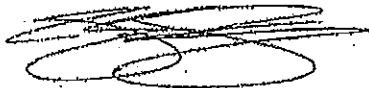
Brian Williams  
26462 Penn St  
Inkster, MI 48141

Dear Brian Williams:

This letter is to inform you as per our conversation earlier, we have adopted an arbitration policy as of January 1<sup>st</sup> 2016. As I told you earlier today, everyone has signed and returned the form in a timely fashion. The deadline was December 31, 2015. We have extended that deadline for you because of your absence. I have given you ample time to have this form reviewed. Upon receipt of this letter you will have 24 hours to return this form signed. If you do not meet our timeline, you will be forfeiting your position at the dealership. We encourage everyone to seek legal counsel if need be. All we ask is that you adhere to new company policy which is a condition of continued employment. Please feel free to contact me with any further questions you may have.

Thank you for your prompt attention to this matter.

Sincerely,



John Chatzopoulos  
General Manager

Certified mail, return receipt requested